

OP ACTION PLAN ON SUPPLEMENTAL RETIREMENT

MILESTONES

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| STAT | ◦ Selection of Ed Hustead of Hay Associates to review present retirement systems and develop options for Agency consideration. | 30 September 1983 |
| | ◦ Keep abreast of actions on the Hill regarding supplemental retirement issues--OLL [] Ed Hustead, and Andy Ruddock. | Ongoing |
| | ◦ Review status of on-going Congressional initiatives and determine when and what type of briefings of Administration and Congressional Committees are appropriate. Keep in mind caution that we need to stay flexible and not be committed to any specific action. Briefings should include Director of Personnel meeting with the Staffs of the Intelligence Oversight Committees and the Senate and House Committees having jurisdiction on Federal retirement programs. | Early 1984 |
| | ◦ Obtain final report from Ed Hustead which includes actuarial data on costs to U.S. Government and Agency employees of various options. | 31 March 1984 |
| | ◦ Using input from Congressional committees and Hustead's report, develop specifics of best supplemental retirement plan for Agency employees. | 30 April 1984 |
| | ◦ Begin more detailed briefings with the Congress and the Administration on our real desires for supplemental retirement. | TO BE DETERMINED |

NOTE: During all of the above time, care must be exercised to ensure that the CIARDS concept is not lost and present CIARDS benefit levels are retained, yet full consideration given to all Agency employees being different than the rest of the Federal Government, i.e., matrix concept.

3/84
Seamus

VIEWS ON RETIREMENT LEGISLATIVE

STRATEGY - OLL VERSUS OP

	OLL	OP
Enhancements in existing retirement benefits for Agency employees.	Senate Government Ops Staffer advises not politically possible.	Acknowledge it appears politically impossible, but should not categorically rule out <u>at this time</u> since CSRS hazardous duty employees already receive higher benefits (2½%) than CIARDS (2%).
Inclusion of all CIA employees into the government-wide supplemental retirement plan with special provisions for future CIARDS employees.	Senate Government Ops Staffer advises this most politically sound position.	CIARDS types should not be included in any overall U.S. Government plan because of existing separate CIARDS legislation. To include CIARDS types in overall government program risks inadequate provisions being installed for CIARDS.
Policy discussion on needs, options, and strategies should be immediately addressed.	If Senate Government Staffer's assessments correct, immediate attention is imperative.	OP has been addressing these considerations internally and with our consultant. His caution was to not move prematurely until more definitive Congressional direction of efforts were known.
Briefings on the Hill including working with Senate Government Ops Staffer on Agency retirement needs.	Needs done immediately to ensure our concerns included in Senate Governments Operations drafting.	Agree, but we need to at least present case for entire Agency population in addition to fighting for protecting CIARDS. We should also include Oversight Committees and the House Jurisdictional Committee. Ed Hustead, our consultant, has urged that we not divulge <u>specifically</u> what desired plans we seek until Congress moves further along in its efforts.